

# EMPLOYER BULLETIN

## Employer Guide Revisions

April 2005

### Overview

This package contains two copies of updated pages to the TRS *Employer Guide*. This is **not** a complete guide. Only pages that required revisions are included.

Please insert one set of the revised pages in your *Employer Guide* binder and immediately discard the outdated pages. Forward the second set to your superintendent or the director of your agency so they may update their *Employer Guide*.

### Major changes

The updated guide includes the following important changes:

**Speech language pathologists** – Public Act 93-0110 amended the School Code (40 ILCS 5/14-6.04) to permit districts to contract for speech-language pathology services while making reasonable efforts to employ a speech-language pathologist or after such reasonable efforts have been unsuccessful. Contract speech-language pathologists under 40 ILCS 5/14-6.04 are **not** members of TRS (Chapter 2).

**Social Security notification requirements** – The Social Security Protection Act of 2004 requires employers to provide a written notice to **new** employees not covered by Social Security (TRS-covered employees) who **begin work on or after January 1, 2005**. The notice informs TRS-covered employees that they are not covered by Social Security, but are covered by a public retirement system (TRS) (Chapter 2).

**Federal funds contribution rate will increase to 14.00 percent** – Effective July 1, 2005, the employer TRS contribution on salaries paid from federal funds will increase from 10.5 percent to 14.00 percent for earnings in the 2005-06 school year. The contribution rate will change annually and TRS will notify employers annually of the contribution rate (Chapter 4).

**Member and employer THIS Funds contribution rates will increase** – Effective July 1, 2005, the employer THIS Fund contribution rate will increase to 0.60 percent and the member THIS Fund contribution rate will increase to 0.80 percent for earnings in the 2005-06 school year (Chapter 4).

### Other changes

In addition to the major changes already listed, the following revisions were made:

- Qualified plan salary limitations were updated. The limit for persons first establishing TRS membership after June 30, 1996, will increase to \$210,000 in 2005-06 (Chapter 3).
- Forms and instructions for completing some of the forms were updated (Chapter 4).
- Added a list of sick leave days for which TRS cannot grant service credit and should not be reported to TRS as unused sick leave days (Chapter 6).
- Military service may no longer be purchased as optional service by members after retirement, unless they retired before November 18, 1991. (Chapter 7).

### Important note

There are no changes to the Automated Reporting System (ARS) for the 2004-2005 school year. The same version of the ARS used to file the 2003-04 annual report will be used for the 2004-05 annual report. Additional information and instructions will be provided with the 2004-05 annual report packet mailing.

### Questions

If you have questions about the updated *Employer Guide*, please contact the Employer Services Department at (888) 877-0890 or by e-mail at [employers@trs.illinois.gov](mailto:employers@trs.illinois.gov).

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